

CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975



March 1981
No. 14

Teamsters for a Democratic Union

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MEMBERS PICKET MILLER BREWERY in Eden, North Carolina, protesting Miller's anti-union tactics. (Photo by Preston Trigg, Reidsville Review).

Brewery Struggle Comes to a Head

The struggle that has been building for months at the Miller Brewery in Eden, North Carolina is coming to a head. "The Local 391 officers are stalling us. TDU's support is at an all time high. But we need to win our own Local Charter soon. People are tired of waiting" reported one steward and TDUer.

Back in December, the TDU Chapter and other members of Local 391 staged a petition drive which 950 out of the 1150 workers at the brewery signed in a matter of days. The petition asked the International to charter a Brewery Workers Local Union at the plant, so the members can elect their own officers, negotiators, and control their own union.

The Local officers, and especially Local 391 President R.V. Durham, have tried to pacify the members with slick talk. Also, a new Business Agent, Jack Cipriani, has been appointed from the plant. Cipriani was one of the initiators of the petition for a Local Charter and has told the members he intends to improve representation and guarantee the right to elect a negotiating committee.

But as one steward who was quoted on the front page of the *Eden Daily News*, put it, "Instead of giving us a charter, they have allowed us to have our own Business Agent. They are trying to throw us off the track in our efforts to get our own Local Union."

IAM ENTERS THE PICTURE

The reason why timing is so crucial now is because in early February the International Association of Machinists (IAM) came to Eden to try a raid on the Teamsters at Miller. This is

exactly what TDUers had warned would happen in letters to Frank Fitzsimmons which were sent in both December and again in February. TDUers warned that unless the International acted on the members' problems, such a move against the IBT could well occur.

MILLERS TACTICS

Millers anti-union tactics have been constant from the start. They are the reason why a strong union is needed. Now Miller has changed the work week which caused layoffs, the loss of income, and to work hardships on the families of Miller employees. With the contract approaching, Miller wants to put the workers on the defensive. The company is clearly trying to force the workers to bargain merely to get back what they already had and lost.

In mid-February up to 150 rank & file members picketed the plant each morning to show their sentiment on the matter. Members were pressured into the change, and many feel that the Local Union did not do all it could to stop it.

WHAT'S NEXT?

The time is now for the International Union to act. To guarantee the rank & file Teamsters at the brewery the right to have their own local charter and full backing in dealing with Miller over working conditions and the work week.

That is what it will take to create a strong and united Teamster Local at the plant. And that's what it will take to stop the IAM raid. TDU will continue to fight for it. The members have shown their union spirit time and again. Now it's time for the officials of this union to show theirs.

Rank & File Delegates Off and Running!

Rank & File Take Aim at IBT Convention

In Local Unions from Des Moines, Iowa, to Vancouver, British Columbia, from Los Angeles, California to Toledo, Ohio, from Anchorage, Alaska to Louisville, Kentucky, rank & filers are gearing up for the Convention of the International Brotherhood of Teamsters on June 1 in Las Vegas.

The Convention is the once-in-five-year chance we have to stand up and be heard. It is the only place where it is possible to change the Constitution of the International Union—the set of rules that determines how our officers will be elected and how our contracts will be ratified.

TDU is mounting a national campaign to Reform our Union. TDUers are running rank & file slates of delegates who are committed to stand with the members. Delegates committed to a Rank & File Program for Change. This Program spells out the changes we need to win a democratic union, a union that will fight for the members. Changes like the Right to Vote for all International Officers; for Majority Rule on contract ratification votes; for the Right to Vote on Supplements, Riders, and all Work Rules.

In smaller locals, where members do not have the right to elect extra delegates to the Convention, rank & file Teamsters are standing up for Change in '81 by passing resolutions at their Local Union meetings putting their Local on record in support of the Rank & File Program for Change. These votes will build support for the changes in the IBT Constitution that the members want. They are an important step in bringing our Union under the control of the rank & file Teamster members.

HARRISBURG LEADS THE WAY

The honor of being the first Local Union to go on record in support of the changes demanded by the rank & file goes to Harrisburg Local 776. At the February Union meeting in Harrisburg the members voted, over the opposition of Local Union officials, to support the top three proposals in the Rank & File Program for Change: The Right to Vote on International Officers, Majority Rule on Contracts, and the Right to Vote on Supplements and Work Rules.

Another Local Union where TDU Resolutions gained widespread support was Detroit Local 299. While there was no formal vote at the March

8 meeting, the 350 members in attendance gave the Rank & File Program their hearty support.

DIRTY TRICKS IN MILWAUKEE

Local IBT Officials have been trying to throw some roadblocks in the members path in an attempt to blunt rank & file efforts to have an impact on the Convention. In Milwaukee Local 200, for example, the officers proposed to mail out the ballots for the delegate election within 48 hours of the nominations meeting. Their hope was to make it impossible for the TDU Delegate Slate to mail out its campaign literature before the members had already received their ballots and voted. But fast action by Milwaukee TDU overcame this obstacle. Milwaukee TDUers pushed past the excuses invented by their Local Officers to try to stop them from mailing out their literature and they got their material in the mail before the ballots went out.

TDU DELEGATE CAMPAIGN GAINS MOMENTUM

As we go to press, rank & filers in Local 406, Toledo Local 20, St. Louis Local 600, Milwaukee Local 200, Detroit Locals 299, 337, and 247, British Columbia Local 213, Indianapolis Local 135, Louisville Local 89, Alaska Local 959, Los Angeles Locals 692 and 595, and Chicago Local 705 have already announced plans to run slates of delegates for the IBT Convention.

These elections, which will be held in a few of the largest Locals, will take place in late March or early April. "We're gaining, and the International Union knows it" said one TDUer in Chicago Local 705. "We're tired of being represented by yes-men for Fitzsimmons & Company. It's our Union and we're standing up for what is ours."

INSIDE

Carhaul	p.9
Steelhaul	p.11
Grocery	p.8
Roadway	p.4
UPS	p.12
Flex Votes	p.5

LETTERS

Fighting Giveaways in Pennsylvania

Dear TDU,

Is truck driving the job it is supposed to be? Since last October, we have been wondering if it is. That was when we were to receive our first negotiated raise. The company would not pay it and the men had to fight for it by voting to strike. Now it is time for another raise and the companies are pressuring the men to give back this raise and the one they finally paid last October.

The companies say they are losing money. Yet, they paid dividends on stock in the company and can give salaried personnel a 5% raise.

The men talked about loaning the raise back if it would help the companies but the companies say NO.

They make no guarantee they will keep terminals open or have more work for the men if they do give the raise back.

Our men work every day in snow, rain and all kinds of weather risking their lives and drivers licenses in some equipment not fit to be on the road. They are on call all hours of the day and night.

Come on, men, Unite and fight for your rights. Show the companies you need your money as much as they do.

Some Truckdriving Wives
Local 773
Allentown, Pa.

California: '30 & Out'

Dear TDU,

We need better and shorter retirement. 30 years and out. Shorter work week and hours of service. Get corruption and corrupt officials out of the union. Have one man, one vote for President of our union. Also, the one year limit on payment of health and welfare and pension after you are injured on the job should be struck out. These benefits should be paid until you return to work.

Fraternally,
Stanley Bragg
Local 528
Motor Convoy
Statham, Ca.

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1980 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our Rank & File Bill of Rights then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:

Doug Allan, Local 208
Pete Camarata, Local 299
Bilal Chaka, Local 692
Ted Katsaros, Local 282

Organizer:

Ken Paff, Local 407

Trustees:

Dan Hall, Local 375
Eileen Janadia (Local 337)
Gary Kuhn, Local 20

Mike Friedman, Local 407
Keith Gallagher, Local 229
Denise Gillespie, Local 676
Ed Howell, Local 391
Diana Kilmury, Local 213
Charis Moore, Local 315
Mel Packer, Local 800

Alternates:

Jack Thomas, Local 705
George Feld, Local 200
Bob Leslie, Local 147

RANK & FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

CF in Columbus: 'Union Men Who Stick Together'

Dear TDU,

I work at Consolidated Freightways in Columbus, Ohio, in Local 413 as a city driver and dock worker. The company has given us all kinds of trouble in the last two years, especially over this so-called Flexible Work week. First there was an unfair vote, under threats. We fought back for two years and finally won a fair vote last October 9 and voted against the flexible work week by 75-9. But the company has not honored our voting and are still trying to get the flex.

There is a group of Union men at CF in Columbus who stick together for our rights. I am trying to convince many of them to become members of TDU. Please keep up the good work in Convoy Dispatch of exposing these crooks and these big companies throwing their weight around. Your paper has helped so much here in keeping these people informed of how bad the

workers are getting treated. So far this is helping us to hold the men together to keep on fighting.

We want and need help down here. My family and I are Christians and attend Church on Sunday. I and some others will never give in to forced Sunday work. We must never let these trucking companies get this in the contract. We will be getting a list together of what we want in the next contract and will be sending it in to TDU. We are not money oriented, but we want and will fight for our Human Rights.

Yours truly,
Tom Phillips
Local 413

Consolidated Freightways
Columbus, Ohio

Milwaukee: 'Organize!'

Dear TDU,

Countless times I have listened to rank & file Teamsters complain about the many problems and pressures facing them daily in the performance of their occupation. We continuously complain about our company "forcing" us to do one thing after another in violation of the contract. We gripe about our union steward not intervening or acting on our behalf. We cry that we were "shafted" by our BA. So after listening for the past several years, I feel the time has come to tell it like it is.

When are we going to wake up? How much more can we put up with? Some of us have decided that the time has come for someone to do something. We joined TDU. And the time is approaching when the Voice of the Teamster can be heard—at the International Convention in June 1981. I appeal to all rank & file members to join with us in our continued struggle and support our efforts aimed at this upcoming IBT Convention. Brothers, we can become like Rain. First one raindrop. Then another, and another making a Brook. Then a stream. Then a raging river. And finally a mighty roaring ocean, consuming everything in its path.

Sincerely,
Jay Downs
Local 200
Milwaukee, Wisconsin

New Jersey: 'He Believed'

Dear TDU,

It is my sad duty to inform you that my husband, Al Belardinelli, passed away one year ago on December 1, 1979. May you find everything right for the Teamsters. My husband sincerely believed in your organization.

Thank you,
Stelga Belardinelli
Totowa Boro, N.J.

Michigan: 'Fair Procedure'

Dear TDU,

We need a local grievance procedure to settle grievances with a neutral member to cast a fair judgement. This will save a lengthy trip out of your location only to find that the grievance will be decided by the poor system we have now. Management furnishes professionals to handle grievances while the union furnishes well intentioned but still amateurish representatives. Finally, we need to be able to vote for all union representatives, from top to bottom.

Fraternally,
Paul Bell
Local 580
Lansing, Michigan

Ohio: 'Abolish JAC'

Dear TDU,

We must find the ways and means for the members to regain control of our union. We also need to find ways to eliminate baby-sitting the phone OR get paid for baby-sitting the phone. Finally, we should abolish the JAC.

Fraternally,
James Thacker
Local 100
Grove City, Ohio

MOVING?

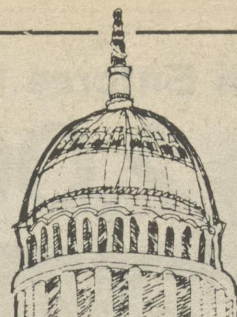
Notify us of your new address or you will not receive your monthly Convoy Dispatch. The paper is sent third class bulk mail and will not be forwarded to you.

Use the membership application form in any issue of the paper to notify us and write on the top of the form—CHANGE OF ADDRESS.

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NEWS FROM THE WASHINGTON OFFICE



The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you. We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612 — 2000 P St., NW
Washington, D.C. 20036

Fuel Squeezers Hurt Braking

by Rex Sagle, Driver
Consolidated Freightways
Local 941, El Paso, Texas

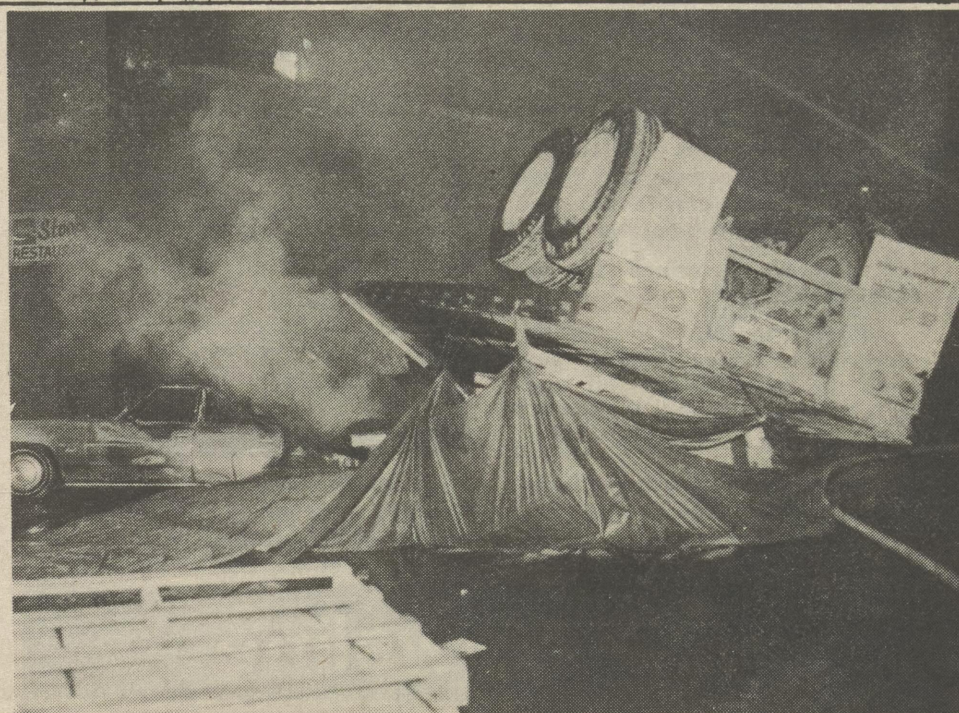
How many of you have heard that old familiar excuse, 'the brakes failed' just after an eighteen wheeler ran right over a fourwheeler, or through a stop sign, or a red light? Of course we all know he was going just too damn fast to be able to stop. Well maybe not.

At the September 1979 hearings of the National Highway Traffic Safety Administration in Washington DC it was put in the record that both conventional and computer type brakes can be working properly, then fail unexpectedly, and the next application work properly again. So when a driver states that his brakes failed, he just might be telling the truth. And the Union should begin to demand investigations that are thorough and unbiased before letting a man be discharged for an accident.

Now for all of us who have the misfortune of driving tractors equip-

ped with the new concept in diesel power called fuel-squeezer engines, you'll be glad to find out that while you might be saving some fuel, you also are lacking at least 100 horsepower of retardation capabilities. Why? Because of 'improved aerodynamics, radial tires, decreased engine and driveline friction, etc. All of these fuel squeezer engines, no matter who the manufacturer, exhibit reduced internal friction properties and have less parasitic drag on them from accessories such as fans, water pumps, fuel pumps, etc. According to the National Highway Traffic Safety Administration, this 100 horsepower that has been lost due to the above mentioned facts, must be made up either by a truck's brakes, by the use of retarders, or descending the grade in a lower gear and at a slower speed.

Alternatively, bigger and more reliable brakes should be required. As more information becomes available on this problem, I will pass it along.



BAD BRAKES CAUSED CATASTROPHIC ACCIDENT on February 18 in Frostburg Maryland. The brakes on this Direct Transit Lines truck lost all of their air pressure and the semi crashed into a local coffee shop killing 3 persons and injuring 19. The driver, Robert Keyser, Local 406 had complained about the brakes before and had written it up in the VCR according to his fellow drivers. "It is common knowledge that every piece of equipment is a piece of junk" said Orlow Weeks, TDU member and driver for Direct Transit. Direct Transit has tried to pass the buck to the leasing outfit who owned the equipment but, according to Brother Weeks, Direct was "calling the shots". Most important he asks, "Where was Local 406 while all of this was going on?"

What You Should Know About Your Pension

[This is the first in a series of articles on your Teamster pension. The purpose of this series is to keep Teamsters informed of the complicated rules that govern pension benefits and help us to avoid "Pension rip-offs". This series was produced by TDU Researcher Andy Nickelhoff in consultation with TDU attorney Michael Goldberg.]

HOW LONG MUST YOU WORK TO EARN A MINIMUM PENSION?

In order to be eligible for a pension, you must have a certain number of years credited with a particular plan. When you have that minimum number of years, you are then said to be

"vested" in that plan. For example, in the Central States Pension Plan you must have credit for 10 "vesting service years" to be eligible for a minimum pension.

Some Teamsters think this means that if they work 10 years for an employer who is making weekly contributions for them they will then automatically receive a pension. But this is not always the case, for three reasons.

First, a "vesting service year" is not just any year in which you might have done some work. For a calendar year (Jan. 1 to Dec. 31) of work to be a "vesting service year" your employer

must make at least 20 weeks of contributions to the plan in your behalf in that year.

Second, at least 3 of the 10 "vesting service years" you have earned must be after December 31, 1970. So if you worked for 10 years starting in August of 1962 and quit in August of 1972, you would not be vested in the Central States Pension Plan, and you would not be entitled to a minimum pension.

Third, the years you have worked before the age of 22 will not count as "vesting service years" in the Central States Plan. Most pension plans have a minimum age requirement like this.

HOW CAN YOU PROTECT YOUR "VESTED" YEARS?

If your employer has made contributions for you for 20 weeks or more in a calendar year, can you be sure that this "vesting service year" will be credited to you forever after?

Absolutely not. This is because there are many ways that your credited years can be wiped out. The most common way for this to happen is if you have a "break in service". If a break in service occurs before you accumulate 10 "vesting service years", then your previous credit will be wiped out. (Remember: you need 10 credited "vesting service years" in the Central States Plan to be 'home free' and entitled to at least a minimum pension on retirement).

There are three different types of "breaks in service". This is because in 1974 Congress changed the rules that regulate pension plans. They passed ERISA (The Employee Retirement Income Security Act). ERISA greatly strengthened the rights of workers to their pensions and reformed the handling of pension fund assets.

Because of this new law, the three different types of "break in service" are defined as follows:

1) **Breaks before April 1969:** If in the course of five consecutive calendar years before April 1969, your employer failed to contribute to the Central States Fund on your behalf for at least 10 consecutive weeks, then you would have had a "break in service". This would wipe out all the "vesting service years" you had previously earned.

2) **Breaks between April 1969 and December 31, 1975:** If over three consecutive calendar years, your employer failed to contribute to the pension fund for a minimum of 10 consecutive weeks, then you would have had a "break in service". This also would wipe out all the "vesting service years" you had previously accumulated.

3) **Breaks after January 1, 1976:** In this case, the rules for "breaks in service" differ depending on whether you have more or less than three years "vesting service" credit built up before the break.

a) In cases where you had 3 years or less credit, you would have a "break in service" if in each of three calendar years your employer makes less than 10 weeks of contributions to the pension fund in your behalf.

b) If you have more than three "vesting service years" before your break, you will have a "break in service" if the number of consecutive calendar years in which your employer makes less than 10 weeks of contributions is equal to or greater than the number of "vesting service years" you had accumulated.

[NEXT ISSUE: WHAT HAPPENS TO YOUR VESTING WHEN YOU CHANGE EMPLOYERS?]

Washington Wire

PROD-TDU LEGAL VICTORY IN VCR CASE. On February 25, the U.S. Court of Appeals for the District of Columbia ruled against UPS and the ATA in their attempt to eliminate the VCR rule. The Court stated that the VCR rule is "reasonably related to the safe operation of vehicles and is not arbitrary or capricious" and should stand as law. TDU/PROD filed a brief in this case to protect the VCR rule which had taken over 6 years to win.

CHICAGO TEAMSTERS WIN PENSION CASE AGAINST LOCAL 710. Back in 1976 the Trustees of Local 710 pension fund changed the rules of the Local 710 Pension Fund, raising the normal retirement age from 57 to 65, altering the service credit formula, and reducing early retirement benefits. Members of Local 710 sued and on Wednesday, February 18, a U.S. District Court judge in Chicago ruled that these changes were "arbitrary and capricious" and in violation of ERISA. As a result of the decision, Teamsters in Local 710 could gain up to \$58,000 apiece in additional retirement benefits.

NEW TRUCK ACCIDENT FATALITY STATISTICS were released by the Dept. of Transportation. The most recent figures are for 1979, and show that 1,087 truck drivers died in fatal accidents involving heavy duty trucks. This marks a 51.6% increase over 1975. The number of truck accidents in which someone died—truck driver or passenger car driver—increased by 60.7% in the same period. TDU/PROD will be introducing this information along with other forms of evidence and data when the Truck Safety Bill is reintroduced this year.

But Only Strike Sanction Will Enforce Ruling

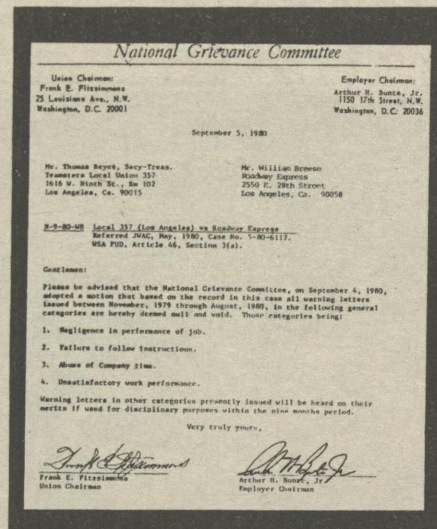
Panel Voids 2,000 Letters

On September 5, 1980, the National Grievance Committee dealt what could have been an important blow to Roadway's harassment campaign against its employees. The National Committee voided 2,000 letters at Roadway's LA Break Bulk, in effect declaring that Roadway's wholesale use of warning letters is a violation of the contract. But Roadway has defied this decision, and only a renewed effort by our Union will enforce it.

The National Committee decision reads, in part:

"...all warning letters issued between November 1979 through August 1980, in the following general categories are hereby deemed null and void. Those categories being:

1. Negligence in performance of job.
2. Failure to follow instructions.
3. Abuse of company time.
4. Unsatisfactory work performance."



The decision (Local 357 vs. Roadway Express, Case no. 5-80-6117) was signed by Frank Fitzsimmons for the Union. In effect, this ruling ordered

Roadway to stop its campaign of harassing its employees with constant warning letters in order to speed up production. Roadway has always denied that they are pushing productivity with their warning letters. This decision was therefore an important step in tearing the covers off Roadway's phony strategy.

"They won't admit it in front of the panel," said Local 357 President Harry Bowers who pushed the grievance, "but what they are really talking about is productivity. When they are counseling our members, they are talking productivity."

Roadway Defies Panel Decision

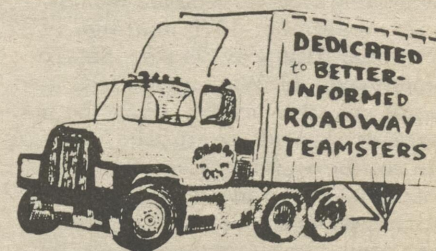
Despite this decision of the National Committee, Roadway has not let up one bit in its harassment campaign. While they did pull the voided letters, they have subsequently issued thousands more warning letters in the LA area alone. In doing so, they may have violated the National Grievance Committee's ruling and therefore be vulnerable to legal strike sanction. Local 357 is planning to resubmit a grievance on this issue in the immediate future to press this point against Roadway.

The grievance cited Article 20 of the National Master Freight Agreement as well as Articles 45 & 46 of the Western Supplement. (Articles 45 & 46 simply spell out the mechanics of the grievance procedure; Article 20 concerns the unilateral imposition of a work standard without the approval of the Local Union). The basic argument used by Local 357 was that it was impossible for so many letters to be valid. The letters were, it was argued, a subterfuge of the grievance procedure, designed to push Local 357 members to increase their 'productivity'.

Another important tactic used by the Local in winning this grievance, and in pushing it all the way to the National Committee, was the fact that it presented evidence to the committee illustrating the massive extent of Roadway's campaign. The Local showed that in a particular 4 month period

Roadway issued about 10 letters per employee.

TDU is urging as many Locals as possible to file a similar grievance and to call for strike sanction. Only if Roadway sees that Teamster Locals across the nation are serious about using the power of the grievance procedure to call for a legal strike will anything get done. The September 5, 1980 decision showed the potential of the Grievance Procedure, but without strike sanction, and coming only from one Local it lacked teeth. If you are interested in mobilizing your fellow Teamsters to get your Local to submit a similar grievance and demand strike sanction you can obtain copies of this grievance, and of the National Committee Decision, from TDU.



Big R Newsline

AKRON: Despite the fact that the Teamsters at Akron Roadway voted down the flex a couple of months ago, Roadway doesn't give up. They now have the majority of the laid off men working Wednesday-through. In fact, they really have created a flexible work week just by manipulating the layoff system. They've done this by changing the work rules that used to give 10%ers 2 phone calls for work and laid off men virtually unlimited calls. Now, everyone gets only 1 call. Period. If you miss it, they can call in street casuals. Which they do. This has enabled Roadway to manipulate the boards at will, and force people onto a Wednesday-through week.

HARRISBURG: Roadway has been trying to make a deal with Local 776 to be able to turn the dock board every night a midnight. But Teamsters on the dock had other ideas in mind and turned the deal down by a three to one margin. After this, Roadway tried to negotiate it again, and came up with a modified version of the same deal. This time, the 776 Teamsters weren't given the chance to vote as the Local's officers signed the deal without their consent. When BA Epply was confronted by 776 members about this deal he responded by saying, "We aren't puppets to the members."

TOLEDO: Despite widespread support from the members of Local 20, officers of that Local have refused to endorse a Resolution against production cards. This stonewalling has continued despite the fact that a majority of the Teamsters on the dock at Toledo Roadway have signed a petition supporting the resolution and voted for it at local cartage and unit meetings. After the vote, Teamsters on the dock signed yet another petition asking that the resolution be adopted as official union policy. Yet when a TDU member tried to bring up the resolution at a stewards Council meeting he was ruled "out of order". Toledo Teamsters, haven't given up, however, and as Convoy Dispatch goes to the press they are preparing to keep bringing the issue up until Local 20 officers bow to the will of the members.

ROCK ISLAND: Despite a tough battle, Roadway finally succeeded in pushing through the flexible work week at the Rock Island terminal. On February 8 a vote was taken and the flex was voted down 77-68. In the course of the next week, individual Teamsters were brought into the office. Then, on Friday, February 13, another vote was held. The flex was approved, 99-45. Roadway threatened to move 34 jobs out of the area if they didn't get the flex. The weak position taken by Local 371 provided little defense against this blackmail, and the flex went through.

PHOENIX: Despite the assurances from the Western Conference and Local 104 officials that Big R's harassment would let up, Teamsters in Phoenix have seen an intensified campaign of reprimands, letters, and suspensions against rank & filers who stand up for their rights. Legal action is being investigated to turn the situation around. We'll keep you posted.

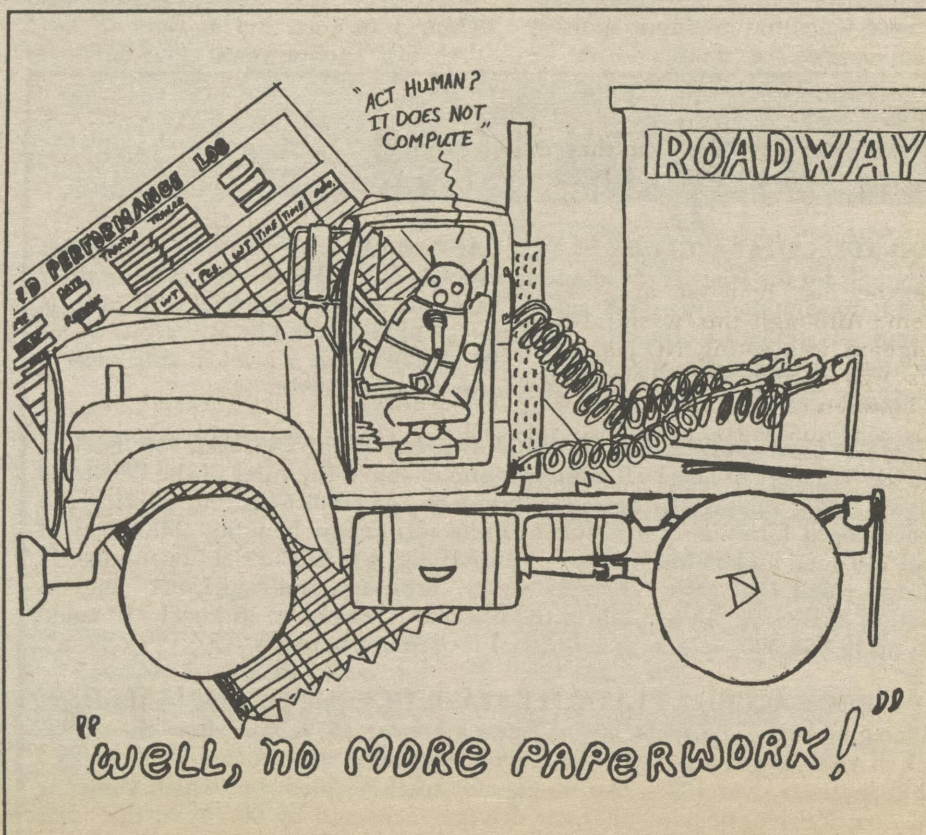
CHICAGO: On Tuesday, February 24, a grievance panel in Chicago upheld the bumping of at least 20 men from the day shift to the midnight shift at the Chicago Heights terminal. The only catch: the bumping was in complete contradiction to seniority. In another backward step in Chicago, the performance cards for Switchers, which was defeated at the terminal level at Elk Grove was lost at the Local panel level. Local 710 switchers will now have to fill out these cards. Meanwhile, Local 710 BA's are going around trying to sell the flexible work week. This appears to be the next big battle in Roadway's attempt to get the flex system-wide. A vote is expected in the near future.

L.A. Organizes

Over 50 Roadway Teamsters from 4 Locals in the LA area met on Saturday, March 7, to form a unified rank & file committee and join forces with national TDU efforts to end Big R's anti-union tactics.

A large committee was formed to work out the problems of production cards, a coming change of operations, and rampant discipline that has completely clogged the grievance procedure. It's so bad that suspensions don't even get heard for many months.

Individual efforts have already begun at various barns, but all agreed that "We need a united and effective effort to reach the 500 Roadway workers in this area and wake up other Teamsters that they'll be next" as one TDU member put it.



W.Va. Local 135

Wives Picket Dupont

by a Local 175 Wife

We, the drivers' wives at Parkersburg, staged an informational picket on Thursday, February 12, to let the public know what unfair pay and safety practices Dupont wants their drivers to accept. The news media was supposed to send a cameraman and a crew to take pictures and to hear our side of the story. But we know Dupont bought off the news media.

Dupont illegally opened up the Teamsters' Contract and demanded a vote by their drivers. (They were asking for a \$7,000 to \$10,000 per year pay cut.—Ed.) This is illegal in our opinion because to reopen this contract they should have a majority vote of every rank and file member of the Teamsters Union.

Why should a big company like Dupont be able to wipe out, in one sweep what it has taken the Teamsters years to build up for their drivers? Big Pay Off!

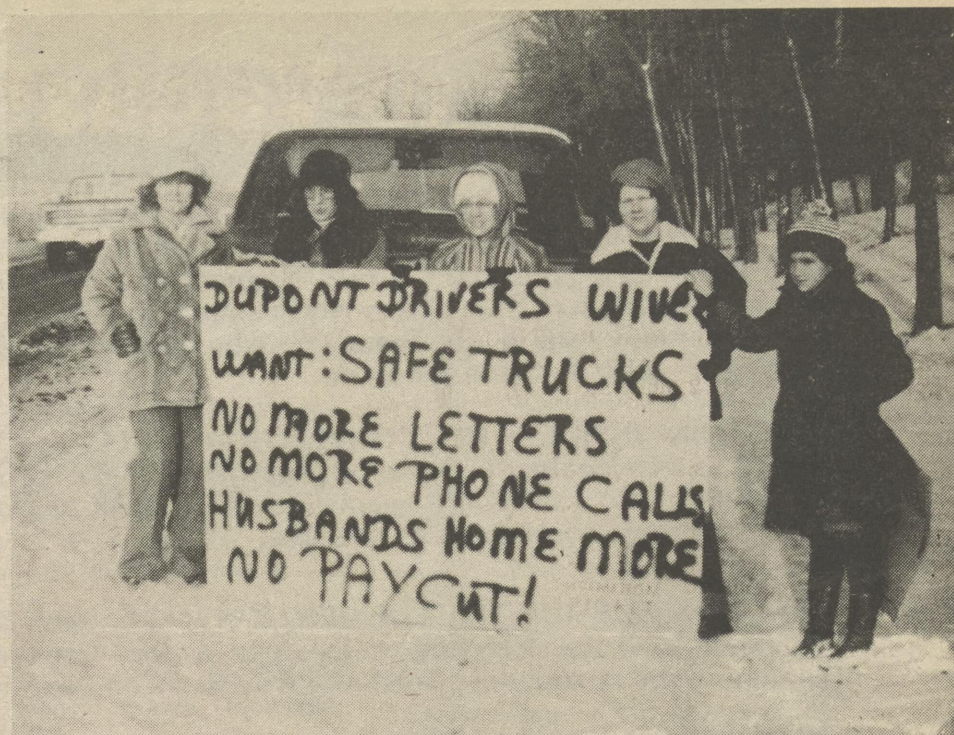
I think it is a shame we do not have the Freedom of the Press in this country anymore. It is getting to be more like Communism every day when the press lets a big company like Dupont tell them what kind of news

can be printed and what news stories can be televised because they do not want any publicity.

What good does it do to belong to a union when it can be manipulated by big business?

Why not ask the drivers along with all the employees at every Dupont installation to do without their cost of living raise if the company is in need of more money to purchase bankrupt companies. We drivers wives demand an open vote by every member of the Teamsters Union. We know that there has to be stopping point somewhere, but why start with the hardest working profession. Start with the whole country and freeze everything for everybody. Come on Teamsters, stand up and demand your rights!

(Editors Note: subsequent to the demonstration, a driver for Dupont, which utilizes the leasing firm Penn Truck Aides, Dewey Wherry, went to the Eastern Conference to observe the counting of the ballots. Dewey was concerned because the drivers were given very little time—the ballots were mailed to them during the week of



Wives of Penn Truck Aides Drivers, Local 175, picket DuPont

February 9 while most of the drivers were on the road and had to be in to the Eastern Conference by Monday February 16 at 9:00am.

When the vote was counted the wage cut was voted down by the Penn Truck Aid Drivers by 116-114. Fleming Campbell of the Eastern Conference then, in consultation with three BAs,

decided to extend the balloting deadline to include the 2:00 PM mail. When these additional 26 ballots were counted the wage cut passed 129-127! Needless to say, Brother Wherry has moved to file internal union charges against Flemming Campbell in this latest version of "vote-until-you-get-it-right-roulette" practiced by our IBT officials.)

Pushes For Flexible Work Week in St. Louis, Effingham

Yellow Plays Divide & Conquer in Midwest

By using threats of closing the terminal and moving 400 jobs out of town, Yellow Freight succeeded in pushing through the Flexible work week at the key St. Louis break bulk in mid-February. At the same time, they are threatening to close the Effingham, Illinois 280-man break bulk on April 19 in retaliation for the rank & file's refusal to vote in the flex.

Although St. Louis voted twice against the flex, the company was ultimately able to scare enough people to win on a third vote. "You can always wear people down by holding one vote after another" was how one St. Louis TDUR put it. In fact, this is the same tactic used by Roadway Express to win the flexible work week at its Rock Island terminal last month (see story, page 4).

RANK & FILE DIVIDED

Yellow's ability to hold vote after vote was aided by the fact that the terminals around St. Louis—Indianapolis, Kansas City, Des Moines—had already voted for the flex. Indeed, St. Louis Teamsters were told that they were the last hold-out in Yellow's system. Although this wasn't true—Effingham was voting NO just as St. Louis was voting YES—communication between rank & filers in different locals was too weak to expose this claim.

The members of Local 600 in St. Louis who worked for Yellow were divided as well. "I'd rather give up working conditions than make hourly pay concessions. Besides, with the flex the bottom of the board will be able to work while now nearly 20 city drivers are on lay off" said Greg Narez, a Yellow Freight Teamster in Local 600. "I'm not company, don't get me wrong," he continued "but the advantages of the flex out weighed the disadvantages in my opinion." Other rank & filers, however, said that it was

their right to protect their normal weekend that was at stake.

WHERE WAS THE INTERNATIONAL UNION

Everyone agreed that Yellow's ace in the hole was its ability to blackmail the members by threatening to move out of St. Louis. Worse, the fact that Yellow could threaten to move jobs to Kansas City, Indianapolis, or even Chicago indicates that powerful International and Conference level officials have already capitulated to the flexible work week. Officials such as Roy Williams (Kansas City), Loran Robbins (Indianapolis), Louis Peick (Chicago), and Bill Joyce (Chicago). It's no surprise then that the International approved holding a second and a third vote at Yellow in St. Louis on the flex—knowing such a tactic would only

AKRON CF FLEX VOTE

On Wednesday, March 4, CF's Akron terminal voted 101-77 to accept the flex.

The company was backed up by several BA's and Local 24 President Phil Horn. He went back on his pre-election promise of no more votes. Akron had already voted down the flex twice—once in 1978 and once in late 1980. Horn alleged that Cleveland Local 407 had already offered CF the flex, but TDURs at Cleveland CF say that they haven't been officially approached about it.

A grievance has been filed by 3 dock workers against the vote on the grounds that 17 city drivers, who will not be affected by the flex in this split barn, were allowed to vote in violation of the Ohio Joint State Committee Guidelines.

work in the company's favor.

The tragedy of the flexible work week sellout by these top officials, however, is that whatever a local may gain in the short run—all Teamsters will lose in the end. The case of the Effingham, Illinois Yellow terminal is a perfect example. Effingham is a relatively new terminal. It was developed because relatively stronger locals—St. Louis, Chicago—refused to give up important working conditions.

...BUT RANKS STAY UNITED AT SPECTOR

On January 25, the Teamsters at Spector-Red Ball's Decatur Illinois break bulk voted unanimously against the company proposal for a flexible work week.

The nearly 200 Teamsters at the terminal share a common seniority board, so both the dock workers and road drivers were given an opportunity to vote together on this proposed change. Naturally, the company tried to divide the members, hoping that the road drivers (who have less to lose from such a change) would vote for the flex. While there were no direct threats of job-blackmail, Spector did indicate that if the question of moving the terminal did come up at some date, a vote against the flex at Decatur would be taken into account.

Local 279 President Jim Hord led the meeting in a fair manner. He made it clear that the decision was up to the rank & file, but that as far as he was concerned it was a rotten deal. After the vote he didn't entertain the suggestion that he should reopen the issue and go and negotiate with the company. This could lead to successive votes and wear down the ranks as had happened at other companies.

Since the vote, Spector has tried some harassment tactics against some

Now that the carriers have won sellouts from these 'stronger' locals, they can not threaten to shut down Effingham. This should serve as a lesson to "smart" local officials who believe that they will be able to build up their local's membership by giving concessions. Once the stampede for giveaways starts, then it is extremely hard to turn it around. Only the lowest bidder wins—and there is always someone who will bid lower than you.

of the road drivers. A couple of the Rockford, Illinois turns have been cut out "Just to let us know that they aren't pleased with the outcome of the vote" as one driver put it.

"We stuck together on this one" said Eldon Harris, a Local 279 road driver at Spector-Red Ball, "But the whole flexible work week should be negotiated by the International on a national level, rather than pitting one local against another".

NEW ENGLAND SAYS NO

The sellouts in the Central Conference is in stark contrast to the position taken by the union in New England. In February, IBT officials and employers in New England met to discuss an employer proposal for the flexible work week. The Union committee was headed by Secretary Treasurer of New Hampshire Local 633, Tony Chloros. After 2 or 3 sessions the union decided not to allow the flex into the area covered by the New England Supplement. The companies made it clear, however, that they would be back to press this demand when negotiations for a new Master Freight Agreement begin.

Come to Vegas!

ON JUNE 1-5 THE INTERNATIONAL CONVENTION OF OUR UNION WILL BE HELD IN LAS VEGAS, NEVADA. Rank & File Delegates and Officers, supporting a Program for Change, will be there from across North America. Backing them up will be many rank & file Teamsters who will be traveling to Las Vegas—with a crucial job to do.

ACTION INSIDE THE CONVENTION HALL. As TDU Officers and Delegates speak out on proposals to make our union more democratic, rank & file Teamsters will be kept as close to the Convention proceedings as possible.

ACTION OUTSIDE THE CONVENTION HALL. Rank & File Teamsters will be lobbying delegates to the Convention. Explaining the changes we need and why we need them **now**.

TEAMSTERS MEET THE PRESS. The national news media will be converging on Las Vegas, giving you the chance to tell **your** story, boosting everything you do back home to win better representation in your Local Union.

HOUSING

We have room reservations at a very nice hotel, the **Silverbird Hotel & Casino** on the "Strip." It's within walking distance (12-15 minutes) from the Convention Center and a quick three minute cab ride. Rates quoted are group rates so register early to guarantee these rock bottom prices—\$26.50 for a single or double room.

FOOD COSTS

The Silverbird has one of the best buffets in town. The food is very good and there's plenty of it. Breakfast is \$1.49, lunch is \$1.95, and dinner is \$2.95. Sunday champagne brunch is only \$2.95.

OTHER ACTIVITIES

On Sunday, May 31st, there will be

a cocktail hour at the Silverbird Hotel. Registration will take place at the same time. At 6:00 p.m. there will be a buffet dinner for \$7.00 per person. The first TDU caucus meeting for the 1981 IBT Convention will begin right after dinner, at 7:00 p.m.

In addition to the many shows offered in the Las Vegas showrooms and lounges, we will be having several media presentations about the rank & file movement. These will include:

Fighting for Our Union—documentary videotape about TDU.

It's Our Movement, Too—slideshow about wives participating in TDU.

Film About TDU and TDU Members. Other films about rank and file struggles, such as the Academy award winning film, **Harlan County, USA.**, will also be shown.



TDU will help to organize two tours, a 4½ hour trip to the **Hoover Dam** on Tuesday (\$9.30 per person) and a 6½ hour **Desert Tour** on Wednesday which includes lunch and various stops (\$17.75 per person). Many other tours are available out of Las Vegas in a wide price range. Overnight trips to the **Grand Canyon** start at \$60.00.

TRAVEL COSTS

For those driving to Vegas, there is ample free parking for cars and campers.

For those flying directly to Vegas and for those flying to Ontario Airport (not directly to Los Angeles International which is one hour from the West Coast Conference), a chart is included to give you an approximate cost of the airline ticket.

We hope many of you will join West Coast TDU members for the conference scheduled for May 30-31. (Note info about conference below). Once this far West, why not go all the way? Driving time is approximately five hours from Vegas to the Conference site in Claremont, CA. Airfares from Vegas to Ontario Airport are very reasonable: \$34 to \$50 one way. From the Midwest, it seems cheaper to fly into Vegas and from there, fly to Ontario. You could either get a round trip ticket back to Vegas on Sunday the 31st, or ride with West Coast members in the car caravan to Vegas on the 31st. Bus and limousine service is readily available from the Las Vegas Airport to the Silverbird Hotel for \$2.50.

AIRLINE INFORMATION

The chart on airline prices is given as a guideline only. We can't

guarantee these prices. Different airlines have different "deals". In almost all cases to get the cheapest fare, sometimes called a "super saver", you have to make the reservation and pay for your ticket at least 14 days in advance of your departure date.

You should call right away and figure out the best deal from your area. Always ask for the cheapest fare as they don't always tell you about it. To Vegas, you can get either a "super saver" or a "Jackpot flight." Also, check the cheapest days to travel if money is a consideration.

We advise making your reservation early as only a certain number of seats are set aside as super savers. After that, you would have to pay full fare and there is quite a bit of difference.

To get to the West Coast Conference, you will probably get the best deal by flying to Vegas and then getting a flight from there to Ontario Airport on Air California on one of their **economy flights** for \$68 round trip or \$34 one way.

The Frontier flights require that you pay for your ticket within 72 hours after making your reservation. Frontier has a connecting flight from Vegas to Ontario airport for \$1 additional.

How can you be part of this history-making event? Just fill out the coupon below. **IF YOU SEND IN THIS COUPON BEFORE MAY 13 YOU WILL BE ABLE TO TAKE ADVANTAGE OF TDU'S SPECIAL LOW RATES FOR HOUSING.** After May 13 we may not be able to guarantee rooms at our special low rate at the Silverbird Hotel, the base of operations for all rank & file activity at the IBT Convention.

REGISTER NOW FOR VEGAS!

Name _____

Address _____

City _____ State _____ Zip _____

Phone _____ Local No. _____

Arriving by _____ When? _____

method of transportation day & date

Arriving alone or with a group? _____

Other members of your party? _____

Wish to share a room with _____

Hotel Rooms at Silverbird	Sat	Sun	Mon	Tue	Wed	Thu	Total
Single & Double	26.50						
Triple	31.80						
Quad	37.10						
No. of Persons							
Sun. PM Dinner	7.00						
Total							

Are you interested in joining other TDU people on side trips to Hoover Dam and/or a Desert Tour? ☐ yes ☐ no

Mail to: TDU, Box 10128, Detroit, Mich. 48210
Phone: (313) 842-2600



THEY'RE COMING FROM IOWA. TDUers in Iowa are already planning their trip to the Las Vegas Convention. Plans are underway for a group trip and several chapters are looking into charters. Have you made your plans yet?

Round-Trip Flight Information

City of Departure	Destination	LA
	Vegas	Ontario Airport
DETROIT	Frontier	United \$427
	United	American 427
CHICAGO	American	United 440
	United	
CLEVELAND	American	441
NEW YORK	TWA	American 338
	United	United 338
PHILADELPHIA	United	United 368
	TWA	United 427
PITTSBURGH	American	American 291
	Continental	
SAN ANTONIO	American	250
	Frontier	260
ST. LOUIS	Frontier	260

West Coast Conference

Come and join with others from the West Coast and from other areas of the country to tackle the problems that face us as Teamsters.

■ **The first-ever** West Coast Conference called by and for rank & file Teamsters to discuss our common problems...

■ **Learn** from rank & file leaders—Teamsters who have something to teach other Teamsters...

■ **Unite** with Teamsters from around the Western Conference and beyond, who are working hard to reform our union...

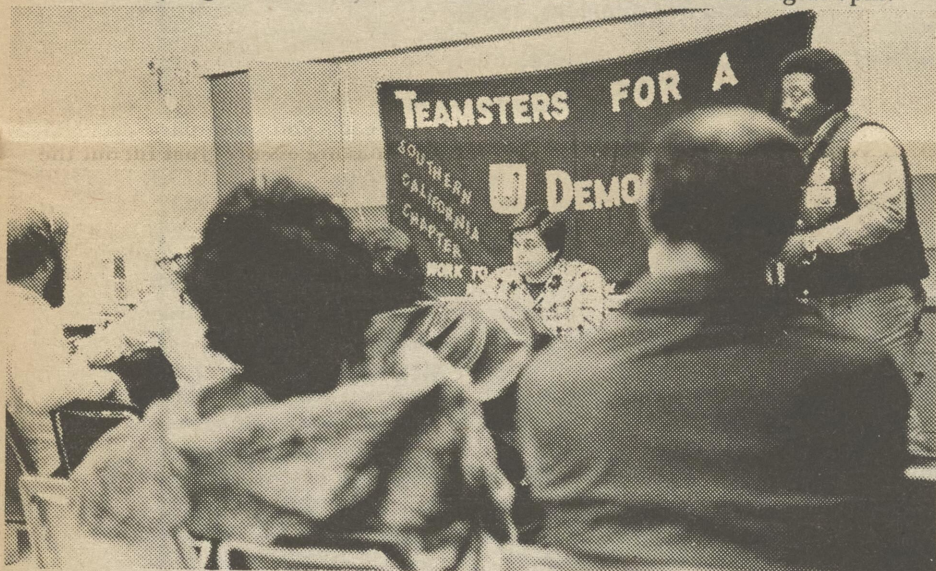
■ **Prepare** for the IBT Convention which begins June 1 in Las Vegas...

The West Coast Conference is being held at Scripps College, a beautiful college campus in Claremont Ca. It is 15 minutes from Ontario Airport and has ample parking space for cars and campers. Save money by staying in the very attractive and convenient dormitory rooms—mostly single rooms although some have 2 single beds. If you wish to stay in a nearby motel, call Howard Johnson's, Rodeway, or Griswolds. If you arrive early on Friday, come meet TDUers from the Los Angeles area and other early arrivers, stroll around the beautiful grounds, and take a swim. Friday evening we will have early registration and a social

gathering.

Saturday will be a very full day, with two main sessions and two workshop sessions, lunch, dinner, an after dinner speaker, topped off by a party with a cash bar and band.

At 8:00am on Sunday we will have a kick-off rally after breakfast, heralding the participation of the rank & file in the 1981 Convention. We'll leave by car caravan for Los Vegas at 10:00am. In Vegas we will meet other rank & file Teamsters and delegates for a cocktail hour at 5pm. This will be followed by a buffet dinner at 6pm and begin the first TDU Caucus Meeting at 7pm.



SOUTHERN CALIFORNIA TDU CHAPTER PLANS WEST COAST CONFERENCE. TDUers in the LA area, along with rank & file Teamsters throughout the Western Conference, are already laying the groundwork for the West Coast Conference.

WEST COAST WORKSHOPS

The following workshops will be offered at the West Coast Conference:

- Knowing and Using Your Bylaws
- Shop Floor Organizing
- Wives in TDU
- Using the Grievance Procedure and Arbitration.
- How to Use and Build TDU in Your Shop or Area
- Legal Rights for the Rank & File
- Being Effective at Union Meetings
- Organizing for a Better Contract
- Organizing in the Food Industry. (Emphasis on Cannery and Frozen Food Workers)
- National Master Freight in 1982
- United Parcel Service

SECCIÓN EN ESPAÑOL

The following is a Spanish Translation of the Rank & File Program for Change which will be presented by TDUers at the IBT Convention in Las Vegas in June.

USTEDES QUIEREN?

Más democracia en nuestra Unión y más protección de nuestros derechos como miembros?

El derecho de votar para decidir si "Fitz" será el presidente de nuestra Unión?

Una prohibición contra los contratos vendidos?

En esta verano podemos ganar estos cambios para mejorar nuestra Unión. Tenemos esta oportunidad el 1° de junio en la convención de nuestra Unión que se llevará a cabo en Las Vegas.

Ahorita cadda cinco años nuestra Unión tiene una convención para votar en algunas proposiciones propuestas por los miembros para establecer nuevas pólizas.

Hace cinco años que la Unión tuvo una convención y apenas un pequeño grupo que quiso más democracia asistió y habló contra Frank Fitzsimmons, el presidente de la Unión.

Fitzsimmons atacó a ellos y les dijo él: "Yo tengo mensaje para los miembros que dicen que los oficiales firman contratos vendidos. También tengo otro mensaje para los que dicen que es necesario de mejorar esta Unión. Lo que yo quiero decir a estos miembros es que, se vayan ustedes al infierno."

En esta convención esperamos una situación diferente. En todas partes de los estados unidos y, canada los miembros del TDU están preparando proposiciones para la convención. Ellos están llevando esta proposiciones a las asambleas de sus Locales para que los miembros las apoyan. También algunos miembros del TDU tienen planes para tratar de ir a la convención como delegados oficiales por elecciones en sus Locales.

En esta convención, los miembros de TDU presentarán un programa de ocho puntos:

1) El derecho de votar por todos los oficiales de nuestra Unión. Muchas otras Uniones tienen este derecho. Con este derecho los miembros este poder de elegir oficiales responsables. También estos oficiales que son elegidos tendrán que escuchar todas las opiniones de todos los miembros.

2) El derecho de votar en todos los

complementos del contratos y las reglas del trabajo.

Hay varias condiciones del trabajo que los contratos no cubren, por ejemplo, las reglas del trabajo. Ahorita no tenemos ningún derecho para votar por el cambio de estas regulaciones. Así pues ya muchos trabajadores han visto ya sus condiciones del trabajo que empeoran cada día.

3) La mayoría de votos en todos los contratos.

Ahorita solamente 33% de los miembros pueden aprobar un contrato. Es por eso que ahorita hay muchos contratos malos que la mayoría de los trabajadores no quisieron aceptar.

4) Un límite en los sueldos de los oficiales de nuestra Unión.

Ahorita hay más de 25 oficiales en nuestra Unión que ganan más de \$100,000 cada año. Nosotros pagamos estos sueldos con nuestras cuotas. Necesitamos poner un límite en los sueldos de los oficiales y empezar a usar estos fondos para mejorar nuestra Unión.

5) No aumento en las cuotas.

No queremos un aumento en nuestras cuotas porque eso es dar más dinero a los oficiales. Nos oponemos a un aumento en las cuotas excepto si podemos usar estos fondos para aumentar los fondos para las huelgas o aumentar los fondos para ayudar a organizar a otros trabajadores que no tienen la Unión.

6) Queremos un convención de nuestra Unión cada tres años.

Ahorita tenemos esta convención cada cinco años. Con una convención cada tres años podemos tener más oportunidad de mejorar nuestra Unión. También queremos el derecho de poder votar por todos los delegados en las convenciones.

7) No más contratos vendidos.

Queremos una resolución contra los contratos vendidos.

8) El derecho de elegir los oficiales de nuestros fondos de pensiones.

Necesitamos este derecho para proteger nuestros fondos. Queremos más protección contra el uso nuestros fondos por la Mafia.

Traducido por Alberto Rico

WEST COAST CONFERENCE COUPON

Register Now!

Register before May 18 to get a \$3.00 reduction in registration fee.

Name _____

Address _____

City _____ State _____ Zip _____

Phone _____ Local No. _____

If registering for others, please give same information.

Those traveling over 600 miles one way get \$5 off registration fee.

Mail to: TDU, Box 10128, Detroit, Mich. 48210
Phone: 313-842-2600

If you are from the West Coast area & registering by mail after May 24th, send your registration to: TDU, Box 1868, Lynwood, California 90262.

CONFERENCE REGISTRATION

	# of persons	Total
Saturday only	25.00	_____
Saturday & Sunday	30.00	_____

HOUSING (per person cost)

	# of persons	Total
Saturday only	9.90	_____
Friday & Saturday	19.80	_____

CHILDCARE

	# of children	Total
Saturday only	10.00	_____
(\$6 for each additional child; fee includes meals and any outings)		

Total Amount _____

Less \$3 deduction for early registration and/or \$5 reduction in conference fee for those traveling over 600 miles one way.

Date _____ Total Amt. Paid _____

Freight Teamsters Back Up Construction Brothers

Solidarity Puts the Heat on Cincy Sellout

Local 100 members at Reading Concrete in Cincinnati have kept continual and forceful pressure on Local 100 and Ohio Conference officials in their fight to retain their contract and their seniority.

As *Convoy Dispatch* goes to press, they are waiting for the NLRB to rule that the January "sale" of the company was bogus and that the old contract and seniority list should be continued. If that NLRB case fails, the company must still negotiate a contract with the Local.

It is within the power of Local President Gairald Kiser to obtain the same results through negotiations. However, both Kiser and the Local 100 attorney have been unreliable so far in defending the interests of their members. When Reading workers were told of the sale on January 2, the local said that the sale was good, that the successor clause offered no protection, and that they should put in new applications and hope for the best.

Kiser then proceeded to negotiate a substandard contract with Reading. This was voted down by the workers that the "new" Reading company had picked—out of order—to keep on the seniority list. Kiser then berated the Executive Board to invoke the 2/3's rule, but he only got one vote for it and he got five against.

But the Reading workers aren't just hoping for the NLRB action. At the March 3 Local 100 meeting, they presented a constructive proposal for handling new negotiations if they were necessary. They presented a recommendation to be voted on by the members and referred to the Executive Board.

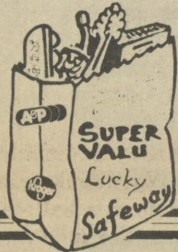
They asked for a firm commitment that Local 100 would only sign a standard contract with protection of their seniority. They asked that one of the Reading workers who has not been put on at the "new" company be on the negotiating committee and that all

Reading workers be allowed to vote on any proposed agreement. They have also reminded Kiser that any proposed contract must be submitted to the International and the Joint Council for review.

At the meeting, Kiser tried for a quick adjournment, but the members made it clear he'd have trouble getting out of the room until the business was completed. In the meantime, a group of freight workers kept the sergeant-at-arms from summoning the police. Kiser then tried to dodge the issue but finally agreed that the proposal would be taken up by the Executive Board

and that the Reading workers could attend.

Throughout this struggle the support of other Local 100 members has been vital in backing up the well-organized efforts of the Reading members. Telegrams against a substandard contract have been sent by other transit mix members to the International and to Jackie Presser. BAs report they are asked continually about Reading all over town. And on March 3 the support of freight workers at the meeting provided a big boost to the efforts of the Reading members.



the grocery bag

Los Angeles Local 595

Vercruse Sour on Dairy Members

Local 595 members in Los Angeles have mobilized to protest the latest firing of a loader-checker at Knudsen's Dairy. Their organizing efforts have already produced results. But Local 595 Secretary Treasurer Jerry Vercruse is trying to throw a wet blanket on their attempts to exercise their rights.

In the past year, Knudsen has fired nine load-checkers and management there has openly contemptuous of the workforce. The firing of Tea K. Williams was the straw that broke the member's back.

The members rose to T.K.'s defense by circulating a petition making four demands:

1. The removal of BA Tom O'Rourke from this case for failing to investigate T.K.'s case, failing to properly represent him, and failing to enforce the contract. The petition charges that "malfeasance by O'Rourke (is) the principal cause for the slave conditions and plantation-overseer attitude of our workplace management."

2. Scheduling T.K.'s hearing for a time when a maximum number of Knudsen Teamsters could attend.

3. The the Local get a written statement about why T.K. was fired. For a while Knudsen management was

coming up with a new reason every time they were asked.

4. That Local 595 launch an immediate investigation into the firings of other loader-checkers at Knudsen's in the past year.

The petition sent a shock wave through Knudsen's management—as well as through some Local 595 officials. When the members went to the Local's Dairy Advisory Board on February 8, it was clear that the petition had already had an impact. The Board agreed to do everything asked for in petition. (But, as *Convoy Dispatch* goes to press, they still have not done a thing.) News of the victory spread by way of a "Knudsen Teamsters' Self-Help Newsletter," which the Southern California Chapter of TDU helped the Knudsen Teamsters to produce.

But new difficulties arose when the matter was brought up at the Appeals Hearing on February 21. Local 595 Secretary Treasurer Jerry Vercruse refused—without giving a reason—to allow T.K. Williams to have his chosen representative present at the hearing (a right assured by the Local 595 bylaws). T.K. had chosen TDU

GROCERY PROFIT FIGURES (2nd and 3rd quarters, 1980)*

Retailers (ranked in order by sales volume)

	Net Profit (after Taxes) for 6 month period	Net Profit (after Taxes) for 1980
Safeway	\$65,000,000	\$119,300,000
Kroger	52,416,000	102,786,221
A&P	(23,924,000)	n/a
American Stores	20,362,000	n/a
Lucky	37,527,000	n/a
Winn-Dixie	40,080,000	n/a
Jewel	29,967,000	n/a

Wholesalers (ranked in order by sales volume)

	Net Profit (after Taxes) for 6 month period	% Change from 1979
Super Valu	\$23,902,000	up 17.2%
Fleming	8,469,000	up 36.0
Malone & Hyde	14,421,000	up 23.9
Wetterau	7,178,000	up 19.2
S.M. Flickinger	4,413,000	up 22.8

*Source: *Supermarket News*, Jan. 12, 1981; also Feb. 16 and 23, 1981.

member Wilson Overall, a Local 595 member and steward at S.E. Rykoff, to represent him.

T.K. and his supporters protested Vercruse's actions, urged him to reconsider, and walked out of the meeting. Their request to the Joint Council 42 Executive Board asking that they be allowed to present the facts of the whole case and seek help from JC 42 went unanswered. As a last resort, internal union charges against Vercruse are being considered.

At the February 26 evening stewards' meeting, the Local 595 stewards found out what had gone on. They immediately jumped all over Vercruse and O'Rourke. This should especially give Vercruse cause for concern because the Local 595 election comes up

this fall.

Calls to Vercruse from the *Convoy Dispatch* staff for his version of the story have gone unreturned.

The rank and file organizing at Knudsen has already resulted in some progress. The members there are getting educated on their rights, and they're putting them to use. They have learned about their contract, and now know they can file grievances. And Knudsen has been put on notice that the day of arbitrary firings is over. Five jobs have already been won back at Knudsen.

But this fight is just beginning. The fight will not be over until T.K. is reinstated with his backpay, and Tom O'Rourke is charged and punished for his negligence.

Rank & File on the Move in Michigan

New Carhaul Panel

"We have won more good cases—or gotten them deadlocked to the Central-Southern—in the last two months than in the previous ten years" —Michigan Carhaul Steward. (name withheld by request)

"I can't believe it! I can't believe the company lost this case. What's the world coming to?" (name withheld out of sympathy).

Michigan carhaulers have been in the center of the Teamster reform movement since 1976 when wildcat strikes erupted in Flint and Detroit over a rotten contract rammed down our throats by minority rule.

In those days, the Tri-City (Michigan) Grievance Panel was chaired by Albert Matheson for the companies and Ray Ashby (Flint Local 332) for the union. But everyone knew Matheson and the companies really ran the Tri-City.

The situation changed first in Flint. In 1978 a TDU supported slate swept Ashby and Co. from office in Local 332 by a two-to-one margin. Now Flint Business Agents Frank Pilinyi, Preston Goodrich (a carhauler fired in the 76 wildcat), and Ron Rousseau joined the union side at the Tri-City.

But, in practice, the panel was the same old story since the union chair was presented to Wilson Holsinger of

Detroit Local 299 who continued the tradition of allowing the company lawyer, Albert Matheson, to run the show. The new Flint members sat on the sidelines.

Holsinger paid the price for supporting the companies and the International's dictatorship against the membership. He was defeated in the 1980 Detroit Local 299 election. New Business Agents Jim Mooneyham, Stan Baker, and later Frank Thompson joined the union side for the Tri-City panel.

For a few months the chair of the Tri-City was in doubt. Outside "union" forces tried to promote Johnny Walker of Pontiac Local 614 and Nellie McKim of Lansing Local 580. This joke fell flat in November when Walker wound up in a suspicious tie-vote in his bid for re-election of Pontiac Local 614 and McKim was defeated in her attempt to retain power in Local 580. Now more new Business Agents—Irv Roberts and Bill Summerfield have joined the Tri-City.

This left the companies and their union accomplices with no candidates. So now Jim Mooneyham of Local 299 as the union of the Tri-City. For the first time in years, cases are being considered and decided on their merits.



Ballots Shredded in Pontiac

"That's illegal!" That was the comment of the Michigan Joint Council 43 Secretary-Treasurer after Local 614 President Johnny Walker acknowledged that he had fed the absentee ballots through a shredder after the hotly contested election in his Pontiac Local. Walker had retained his position by only 1 vote in that contest over TDUer Pat Woodbeck.

The Joint Council went "off the record" after Walker commented that a rank & file election observer had

been ordered to shred the envelopes. In the first count, Woodbeck won the election. But the absentee ballots had tipped the election to the incumbents. The shredding of the absentee ballots is therefore a part of Woodbeck's protest to the Joint Council and the Dept. of Labor, along with other irregularities.

Meanwhile, TDU is gaining support in Local 614 and is planning to organize that support into a strong rank & file chapter.

Saginaw Bribes

On Wednesday, February 18, Jack Thompson a close associate of Neil Dalton, Secretary-Treasurer of Local 486 in Saginaw, pleaded guilty to three counts of labor racketeering. Dalton, who is also an Officer in the Michigan Joint Council and who serves on numerous negotiating and grievance committees, was himself indicted for racketeering last month.

Thompson is President and Chief Operating Officer of "Labor Research Consultants, Inc.". He confessed to paying a \$4,000 bribe to Edward Murray, a BA for Local 486. The purpose of the bribe was to stop a Local 486 organizing drive at Radio Distributing Co. in Saginaw.

Thompson's conviction is only the latest difficulty for Dalton. He has been charged with theft of \$34,000 in union funds and faces growing rank and file dissatisfaction in his local. In a desperate attempt to smear reform forces in Local 486, Dalton has been secretly distributing material written by the anti-union neo-nazi outfit called the U.S. "Labor" Party (see story on p. 10 for information about this weird outfit).

That Dalton is wildly thrashing about, peddling the papers of a discredited anti-union cult is only a measure of his growing fear of the rank & file in Saginaw Local 486.

Sweetheart Contract in Grand Rapids

A combination of a court-ordered suspension of the Teamster contract and a well-known willingness of Local 406 officials to negotiate weak agreements has resulted in a substandard contract at Direct Transit lines after a 2 week strike.

Picket lines went up at midnight on Sunday, February 22nd. The day before Direct Transit Teamsters had overwhelmingly rejected a bare-bones company contract offer and voted for strike sanction. The company had offered a contract with no pension, no breakdown pay, no holiday pay, no vacation pay, reduced health and welfare pay, and a mere 26% to cover all expenses. The company was able to push such an offer because a Federal Bankruptcy Court judge had moved on February 17 to strip the employees of

their Teamster contract.

This legal attack was followed on February 18 by a catastrophic accident involving a Direct Transit Truck in Maryland (see photo, p. 3). The truck crashed because the company had failed to maintain the equipment over a long period of time, according to Direct drivers.

After some initial difficulty, the Direct Teamsters were able to stop the company from moving any freight. But Local 406 settled for a weak contract. While it did preserve pension benefits, break down pay, and did stop the company's attempt to put everyone on 'probation' for 60-90 days, the contract does force the drivers to take their vacation pay, sick days, and layover pay out of their 26% of the revenue.

TDU MEETINGS

Buffalo TDU

Sunday, April 5, 1:30
Polish Falcon Club
445 Columbia Ave., Depew

Cleveland TDU

"Running in Elections With TDU"
Saturday, April 4, 2:00 pm
Valley Inn, 5555 Brecksville Rd.
(Rte 21 at old cloverleaf)

Chicago TDU

Sunday, March 15, 1:00pm
Holiday Inn, 17536 Torrence Ave.
Torrence Exit North off of I-80/94

Detroit TDU

TDU's "Good Time Party"
Saturday, April 25, 7:00-1:00
J & C Hall, 7816 Michigan Ave.

Grand Rapids TDU

Union Skills Workshop
Saturday, March 28, 10:30am-4:00pm
Howard Johnson's at 20th & Division

Indianapolis TDU

Sunday, March 29, 1:00pm
Quality Inn — Weir Cook Airport

Local 252 Elma Wa.

Thursday, March 19, 7:00pm
VFW Hall in Elma
Ken Paff, TDU organizer will speak

Memphis TDU

Sunday, April 12, 4:00pm
Sambo's Restaurant
1780 Winchester at Millbranch

Milwaukee TDU Spring Dance

Saturday, March 21, 8:00pm
Stanton's Hall, 5218 Bluemound Rd.

New Jersey TDU/PROD Chapter Meeting

Saturday, March 17, 11:00am
Labor Management Center, Carey Library
Rutgers University, New Brunswick

NorCal TDU

Sunday, March 15, 2:00pm
Mazanita Elementary School
2409 E, 27th, near Fruitvale Ave., Oakland

San Antonio TDU

Sunday, April 5, 2:00pm
place to be announced

Spokane TDU

Sunday, March 22, 9:00am
Shack's Restaurant — 3rd & Walnut
Ken Paff, TDU organizer will speak

Vancouver BC

Tuesday, March 17, 7:30pm
Rio Hall, 3325 Kingsway
(near Kingsway & Joyce)
Ken Paff, TDU organizer will speak

Watsonville TDU

Wednesday, March 11, 7:00pm
First Methodist Church
229 Stanford St.
Ken Paff, TDU organizer will speak

W Pa. TDU

Workers' Comp Educational Workshop
Saturday, March 21, 11:00am
TDU Office — 21st & Mary (Southside)

AN ISSUE FOR LABOR: Why the ERA?

Despite a national boycott by labor organizations against all states which have not ratified the Equal Rights Amendment (ERA) and which are also Right to Work States, the IBT has decided to hold its Convention in Nevada. Nevada has both failed to ratify the ERA and is a Right to Work (for less) state.

Our Union has supported the ERA on paper. For example, General Secretary Ray Schoessling told a gathering in Illinois, "The ERA is a gut union issue." But to date, the officials of our union have failed to put their money where their mouth is and join the boycott.

The Equal Rights Amendment states, "Equality of Rights under the law shall not be denied or abridged by the United States or any state on account of sex."

More than 2 out of every 5 workers in this country are female. Yet full-time working women earn only 59¢ for every dollar earned by a man.

Despite the existence of Title VII of the Civil Rights Act, there are an estimated 3,000 laws on the books which discriminate on the basis of sex. These include Social Security laws, federal hiring laws, and so-called 'protective' legislation which often only serves to deny women equal job opportunities. The ERA will be an important legal and symbolic weapon to combat these inequalities.

Why should male workers support the ERA? Because the gap in wages

between men and women gives employers an incentive for dividing the workforce on the basis of sex. When male workers support the ERA it undermines employers attempts to pit under-paid female workers against organized labor.

All workers suffer from the low wages and lack of job security that prevails in the Right to Work (for less) states. But women workers, only 1 in 10 of whom belong to a union, are particularly the victims. By taking the lead in fighting for Equal Rights, union's stand to win more for their ranks.

The fight to win the ERA and against the Right to Work (for less) has brought women and labor organizations together. The boycott against states that have not ratified the ERA and which are Right to Work States has been joined by the AFL-CIO, the National Organization of Women, UAW, USW, AFSCME, CWA, the Coalition of Labor Union Women, and many other groups.

TDU would like to see our Union strengthen its commitment to the ERA by supporting the boycott and desist from holding the upcoming International Convention, and other gatherings, in Nevada which is a Right to Work State and which has not ratified the ERA. In the cases of J.P. Stevens and PPG, an economic boycott was shown to be an effective tool. But it needs the support of large numbers of people if it is to succeed.

STEELHAULERS WIFE: 'STAND UP AND SPEAK OUT'

Dear TDU,

Where are those women who fought for centuries for their rights to stand up and speak out. Now is that time. If today's women would stand with their men we could do more for ourselves as women. So many of our men are out on the highway, week after week, hour after hour, unable to get ahead because rates are being cut and companies are not letting them exercise their rights as union members. Some won't file grievances because they are skeptical about being set-up to be fired. Some face working conditions that are so bad they are forced to quit.

Where has their human dignity on

the job gone? Why are they forced to work 70 to 80 hours per week? They are feeling hostile every day because they have to get into that truck to make a living—which affects us at home. When some have gone on strike, even wildcat strikes, they at least stuck together with a common bond. We as women can do the same thing. TDU gives us the right to help our men and ourselves. We can show them the power of a woman to stand up and speak out. So I say, stand up and speak out now!

Sincerely,

Peggy Lee

Steel Transport workers wife
Cleveland, Local 407

HEALTH & WELFARE SELLOUT IN PENNSYLVANIA

by Bill Hlay
Local 773

Allentown, Pa.

Let's not call it a Sweetheart Contract, and let's not call it a Sellout. Let's just say they took something that belonged to you for Twenty Five (25) years, and they didn't even use a gun. That's out and out Robbery. Before your Contract went into effect on July 1, 1976, the Eligibility Rules for participating in the Health and Welfare Fund, after you had become a full time Employee, was so simple: All you had to do was work Sixty [60] Hours in one month, these hours included all time worked, including overtime. After 1976, the Eligibility to participate was raised to Four Hundred and Twenty Hours (420) a Quarter. (This to me is

One Hundred and Forty Hours a Month, double what it was.)

Let's look at your Pension Eligibility. Before 1976, if you worked Eighty Six Hours a month (86), which Hours included overtime, your Employer paid your Pension for that Month, a once and done figure. After the 1976 Contract, the Pension Fund determined you must work Eighteen Hundred (1800) Hours a year to get a full year's credit. (This to me is One Hundred and Fifty (150) Hours a month, on the average.) Quite a change, isn't it. Is this the kind of progress your Local Union Officials brag about?

[NEXT MONTH: What happens to your benefits when you don't get the Hours and what isn't counted towards those Hours?]

Join the "100-100 Team"



Being a Teamster throughout most of my life, I feel that TDU/PROD is the best thing that has happened insofar as an education is concerned for the average rank and file member. I feel that I have learned more in the last 3 years than I had in the previous 25 due to the existence of TDU/PROD. So, when I was approached for a donation to the "100-100 Team," it made sense to me to donate to something that I believe in so strongly. I like the educational end of TDU/PROD and believe that having the educational articles and the pamphlets that we put out is one of the reasons that TDU/PROD has stayed in existence longer than other reform groups that have sprung up. TDU/PROD is the best thing that has ever happened for Teamsters and is worth giving to.

—Dick Van Romer
Local 282, city driver
Beacon Fast Freight

To join the "100-100 Team" do the following:

- fill out the form below
- make a check or money order to Teamster Rank and File Educational and Legal Defense Foundation
- mail to: TRF, Box 10303, Detroit, Mich. 48210

Name _____ Company _____

Address _____ Local _____

City _____ State _____ Zip _____

- ☐ I pledge \$100. My check is attached.
☐ I pledge \$100 in four monthly \$25 contributions.
☐ I pledge \$100 in ten monthly payments.

Date _____ Chapter affiliation _____

I wish to remain anonymous: ☐ yes ☐ no

My name may be listed as a donor: ☐ yes ☐ no

COST OF LIVING DUE APRIL 1

The cost of living raise for Teamsters working under the freight contract will be 42¢ an hour effective April 1, 1981. The same raise will be paid to UPS Teamsters and Carhaulers, but at their later date.

Since the raise of 35¢ also comes April 1, the total will be 77¢. For road drivers under the NMFA the raise will be 1.05¢ per mile on top of the scheduled raise of .75¢ a mile.

Unfortunately, some companies are threatening not to pay the raise and are pressuring employees on this matter. TDU would like to hear from employees of any company that does refuse to pay their legal obligation.

The COL clause only partially offsets

the damage done by inflation to our wages. The national Teamster contracts have what is called a ".3" formula which is better than many local Teamster contracts which may have a ".4" or ".5" formula or none at all.

Some unions have begun to get even better COL clauses. For example, the Auto Workers have a ".26" clause paid out quarterly. Recently, Teamsters in Local 299 employed at Lease-way won a quarterly paid COL clause (better than a semi-annual or annual clause) in their successful strike.

TDU has informational materials on COL clauses and how to get them for interested Teamsters.

Steelworkers Win "Innocent Until Proven Guilty"

The new United Steel Workers national can manufacturing workers contract, covering 34,000 workers in the U.S. and Canada, contains language that gives Steelworkers the right to stay on the job until their grievance has been processed. In short, they have won the right to be Innocent Until Proven Guilty—a demand long raised by rank & file Teamsters as something we need in all IBT Contracts.

The new clause, called the "Justice and Dignity" clause, states that an employee can only be removed from the job before the grievance has been completely processed if a) the worker

is dangerous to fellow employees, b) is accused of theft, c) has engaged in violent behavior, or d) persistently refuses to perform assigned duties.

TDU has long pressed for this demand. It is one of our 10 points in the Rank & File Bill of Rights. To date, very few Teamster contracts have it. One notable exception is the garbage truck drivers contract in the Bay Area in California. This contract was negotiated by IBT Local 70. Copies of the contract language from the Steelworkers and from IBT Local 70 are available through TDU for a small copying and postage charge.

Chapter Notes

REDDING CALIFORNIA: When Redding TDUers swept aside a generation-old dictatorship in last fall's elections they found a Local in ruins. Decertification votes, mismanagement, and extravagance had left the local's finances in shambles. The new officers' response was swift: the Secretary-Treasurer cut his own salary by \$250 per week (a cut of \$13,000 a year). BA's had their salary cut by a similar amount and part-timers by a smaller amount. They sold the Lincoln Continentals the Local owned and put the money into the union treasury. Instead of Lincolns, they leased K-Cars. Car expenses are important because Local 137 covers 13 counties in Northern California. In another move which showed the new type of leadership that is now in place in Redding, the officers held meetings in the four main areas of the Local, Marysville, Chico, Redding and Eureka. They drew a large turnout of over 400 members. The purpose of the meeting was to get input on who the BAs should be for the various areas. The officers accepted the decision of the members. After years of dictatorship, democratic unionism is beginning to blossom in Redding Local 137.

DETROIT: In an important ruling, a Federal judge postponed the date for any re-run of the 299 election. This will insure that the delegate election in Local 299 does not overlap the election for Local officers. TDUers are waiting, however, for news on the Local 337 election. Word is expected in the near future.

CLEVELAND: TDU activist Mike Becka was reinstated with back pay to his job at American Seaway Foods, Inc. Becka had been discharged for distributing the *Convoy Dispatch* in the cafeteria in violation of the company rules. These rules turned out to be a complete violation of the National Labor Relations Act. Despite the fact that a grievance was filed on the matter, Becka has yet to get any reply from Local 507.

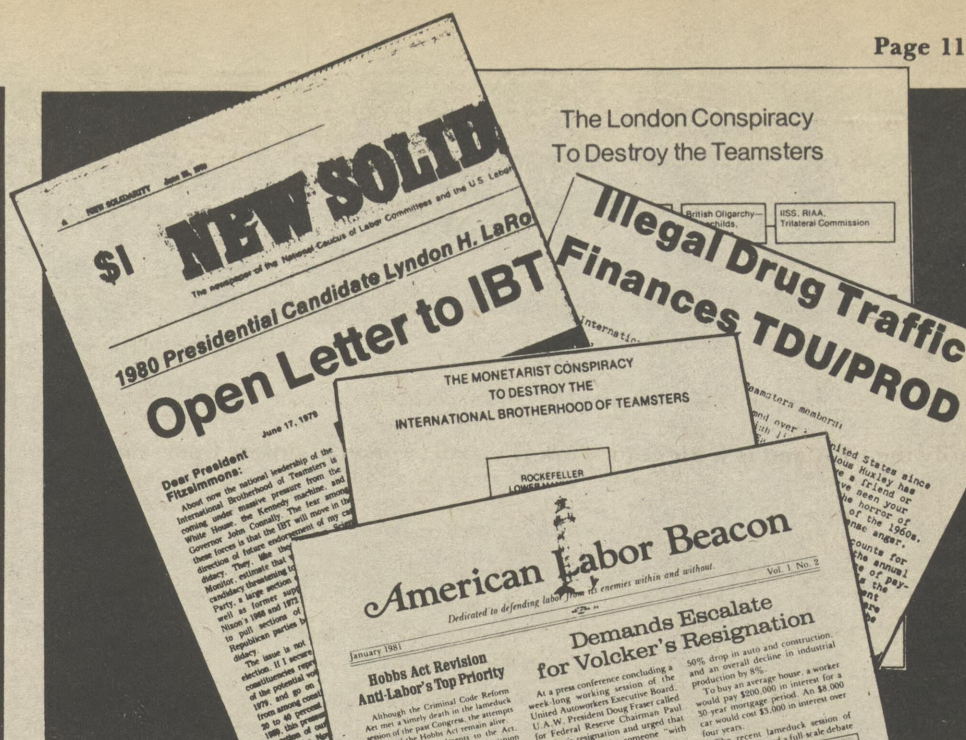
EASTERN PENNSYLVANIA: Six TDU chapters in Eastern Pa. and N.J. were present at the Eastern Pa. Union Skills Conference in Trexlertown, Pa. The Conference featured a workshop on the grievance procedure by an instructor from the Institute for Labor Education and Research. Present at the Conference were the Lehigh Valley, Harrisburg, N.E. Pa., Metro Jersey, Lancaster, Pa. and the new Norristown, Pa. TDU chapters. The Conference was a tribute to the growing strength of TDU in Eastern and Central Pennsylvania. "This Conference was one of the best examples there could be of why we need TDU," said Lehigh Valley activist Al Ebert. The participants used the occasion not only to learn about the grievance procedure but to plan strategy to stop regional sweetheart contracts and pass resolutions aimed at the IBT Convention at their local union meetings.

SOUTHERN CALIFORNIA: When SoCal TDU activists requested that their local Teamster newspaper print the resolution they passed in Local 595 calling for IBT solidarity with the Polish workers, they discovered an interesting fact: the policy on what goes into a local paper is determined by the Local executive board and officers. This means that the rank and file should be able to press at Local Union meetings to put articles in the local papers on items of importance. The SoCal chapter calls on TDUers around the country to avail themselves of this opportunity and press to put articles about rank and file activity in the local union papers.

HARRISBURG, PA. TDUers in Central Pennsylvania have been exposing the "trainees" clause—providing for six month casuals—of the 8 Cities contract for almost a year now. They have filed internal union charges and collected thousands of signatures on petitions. And they have gotten results. To date the only place where this "trainees" clause has been applied is Central Storage in Harrisburg. Recently TDU exposed the fact that the "trainees" at Central were not drivers—as many IBT officials had insisted but were being used on the dock. The result was that Lee Via, co-negotiator of the 8 Cities Supplement, wrote to Harrisburg Local 776 President Don Moudy, informing him that the "training" program in Harrisburg was not sanctioned by the contract. We're still waiting to see what Moudy will do, now that he has been exposed as promoting a bigger sellout than even Lee Via, the author of this notorious clause, could stomach.

TOLEDO: Toledo Ohio TDU members Marty Smith and Konstantine Petros were on local television in Toledo on Wednesday, February 10. They explained TDU and its goals and rebutted some of the lies and slanders that were made by Local 20 President Harold Leu. President Leu has been trying to push through a bylaws change that would incorporate the "50% attendance" rule on eligibility for candidates for local office. When it was pointed out that the Supreme Court has invalidated this rule Leu assured members that they shouldn't worry and vote for the bylaws changes anyway as anything that was illegal would be deleted by the "savings" clause.

NORRISTOWN, PENNSYLVANIA: Teamsters in Local 384 gathered on Sunday, February 15 to form the newest TDU chapter yet—Norristown TDU. The common concern among the members present was the effort of management to chip away at their contracts and working conditions and the inability or willingness of the current 384 officials to do anything about it. They were spurred on by the fact that Gordon Grubb Sr., father of Gordon Grubb Jr. who is an officer in Local 384, was recently ousted from his position as the head of the Philadelphia Joint Council. *Convoy Dispatch* Editor Rob Fram spoke with the new Chapter about TDU's principles and goals. He was assisted by Lehigh Valley TDUers Al Ebert and Phil DePeitro who traveled to Norristown to help spread TDU in their region.



LATEST BOGUS PUBLICATION of the notorious "U.S. Labor Party" is the "American Labor Beacon". The "Labor Party" and its publications have been denounced by all major unions, including the Teamsters Union.

U.S. 'Labor' Party: Why do they Lie About TDU?

The "U.S. Labor Party", that notorious neo-Nazi cult which has been spreading lies about Teamster Rank & Filers for years, is up to its old tricks. With a new newspaper, the "American Labor Beacon", it has launched a new round of phoney propaganda on TDU and rank & file reformers.

Why is the "Labor Party" upset with TDU? Because, they howl, we have exposed Jackie Presser's dealings with our pension money, with organized crime, and with employers. They are so upset with this fact that they have hysterically claimed that TDU is backed by Fidel Castro and the Ayatollah Khomeini!

And this is only the latest of the phoney stories and lies peddled by the "Labor Party" over the years. Some of their best fairy tales include:

- TDU/PROD is in a plot with the mysterious "Rockefeller Lower Manhattan Group" to destroy the Teamsters Union.

- TDU/PROD is plotting with the Queen of England and the "City of London" (whatever that is) along with the "Zionist Bankers" like the Rothschilds, to destroy the Teamsters.

- TDU/PROD is "funded by illegal drug traffic" and Organized Crime!

The "Labor" Party, which spends millions to spread these weird stories, has never produced one single shred of evidence to support any of these charges. In fact, the stuff is so ridiculous that even Fitzsimmons and the IBT General Executive Board unanimously passed a resolution in February 1978 saying that the "Labor Party is not in harmony with the aims and goals of the U.S. Labor Movement." In New York, the United Auto Workers sued the "Labor Party for harassment. SteelLabor, the official publication of the United Steelworkers of America, said in June 1975 that "the Labor Party has the markings of a truly indigenous fascist movement."

But in spite of this long record of spreading lies about the Teamsters and other unions, many local officials seem willing to make use of Labor Party materials in an attempt to smear TDU. And they are spending your dues money to do it.

The London Conspiracy
To Destroy the Teamsters

Illegal Drug Traffic
Finances TDU/PROD

American Labor Beacon
Dedicated to defending labor from its enemies within and without

Demands Escalate
for Volcker's Resignation

- In Denver Local 435 the chief officer has paid union funds to subscribe to the "American Labor Beacon".

- In St. Louis Local 610 the Local President read from this publication at union meetings and passed it around to the members.

- In Harrisburg Local 776 BA's have been trying to cover up the poor job they are doing representing the members by distributing (unsigned of course) flyers with an exact copy of the U.S. Labor Party lies linking TDU to Fidel Castro and the "Russian Secret Police" (1).

- In Detroit Local 299 the administration slate distributed a flyer last year which was a "Labor" Party forgery of a Pittsburgh Press article attempting to link TDU to the Ayatollah Khomeini.

- International Vice President Jackie Presser has been named by fellow IBT Vice President Gibbons as "the one who's had the most contact with the Labor Party" so it's not surprising that the phoney "Labor Beacon" spends its time defending Presser.

Given such tactics, it is no surprise that nationally known and respected publications such as the *New York Times* and *Business Week* have exposed the "Labor" Party as a bizarre cult, calling their charges "incredible".

By contrast, TDU has been investigated by hundreds of reporters and written about in publications such as *Readers Digest*, *Newsweek*, *U.S. News* and many others along with three major books on the Teamsters. All of these impartial observers have found TDU to be an effective rank & file organization working to reform our union. If so, why the name-calling by the likes of the "U.S. Labor Party"? The *Detroit News* summed it up in an editorial statement on TDU:

"The existence of any reform movement within the Teamsters is surprising and encouraging, considering the price any dissident Teamster must pay for speaking his mind. Reformers attempting to criticize union conduct have been heckled into silence, beaten, expelled, and labelled communists... We admire the guts of these lions among the sheep."

Hang

A Column for UPS Workers

UPS

MINNEAPOLIS WALKOUTS: UPSers in Minneapolis walked off their jobs for two days to protest the total lack of decency and humanity of UPS after the death of one of their fellow workers. Last year a UPS part-timer died in an accident in his home. The police and the coroner said it was an accident. But since UPS wanted to avoid paying benefits, they tried to say it was suicide! After exhausting all other avenues, Teamster Local 683 set up a picket line and shut down the Minneapolis Hub on Thursday, February 12. UPS decided it was better to pay what they knew they owed the family, and after two days, the company agreed to the union's demands.

PITTSBURGH PRODUCTIVITY FIRINGS UPHELD: A UPSer in Pittsburgh's Milford Center had his firings upheld by an arbitrator—and the charge was productivity. Pat McGrath, a driver with eight years seniority, was fired for "not following instructions". He had been suspended last June for not walking fast enough, improper use of a carry aid (dolly) and violating similar "instructions". "They're saying I must not have followed instructions because my productivity dropped," McGrath said. "I have yet to see what I have done wrong or what particular rule I violated. In the 20-25 times they've called me into the office, they never once mentioned procedures, just productivity, stops per hour, and paid over."

NEW ENGLAND SELLOUT: UPSers working under the New England supplement of the contract were sold out badly last month by none other than International Vice-President Billy McCarthy. The contract states that any temporary employees (casuals) who are returned to work in less than 60 days from either the summer or winter free period shall become a seniority person immediately and do not have to go through the 30-day probationary period. McCarthy decided to change this practice so that now each case will be decided on an individual basis.

MASSACHUSETTS WIDOW: A wife of a former UPSer wrote a long letter to UPS Chairman of the Board Harold Obercutter, charging that UPS's constant push for productivity and harassment contributed to her husband's early death. Here are selections from her letter:

"First of all, let me start by introducing myself. My name is Mrs. Joseph Chartier, and I have 2 sons, Donald, who is 15 years old, and David, who is 12 years old. My husband was employed by UPS from November 24, 1969 to July 1, 1980 when he passed away at the early age of 37...The last 5 years of my husband's employment at UPS were terrible, and the last year was simply unreal. Ivory Jones, in charge of the West Springfield and Pittsfield centers...and the rest of the supervisory staff sure are doing a great job. They run that center as if they were back in the days of slavery. These men were harassing my husband so badly the last eight months of his life, that I personally and totally put the blame on them for my husband's illness and death...In closing I must say that I wrote this letter because I felt I had to. I had to do something in behalf of my dead husband for all the grief he put up with in his 10½ years with your company...I assure you I shall remain bitter for many years to come, because it hurts living without my husband."

"BE GLAD YOU'RE WORKING"

We've been hearing that a lot these days. More and more it seems. From Company officials, trying to grab sweethearts and contract concessions, flexible work weeks and pay cuts. From Local Union officials who have forgotten how to fight back against the employers.

At Teamsters for a Democratic Union, we don't feel that way. We believe that this Union was built for a reason—because people demand and deserve more than a mere existence. More than just a job—but a job with dignity, with security, where a worker isn't another piece of machinery to be used up and discarded by the boss.

It seems that our IBT Officials have forgotten this basic truth. Isn't it time you reminded them?

JOIN TDU!

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone _____ Company _____

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production ☐ Other _____

☐ \$20 membership fee—for one year's membership & subscription to **CONVOY DISPATCH**.

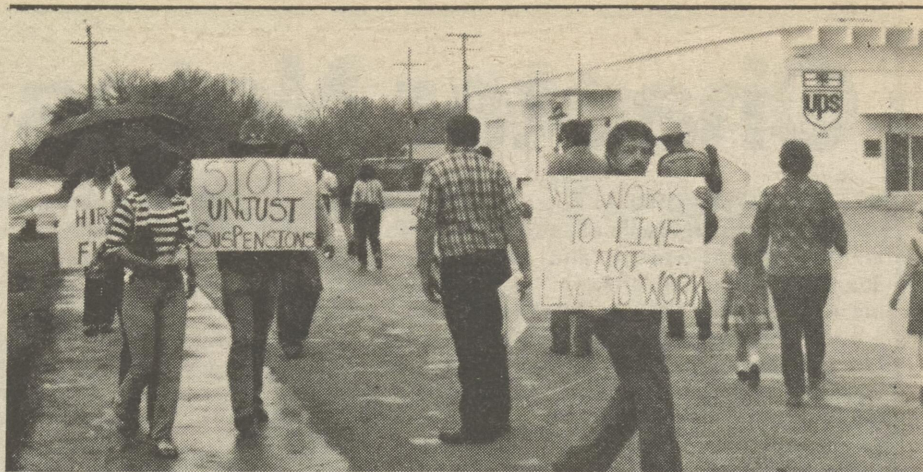
☐ \$25 optional membership fee. (\$5 of this shall be rebated to the local chapter.)

☐ \$10 annual dues for spouses, retirees, and Teamsters who gross less than \$10,000 a year.

☐ I want to distribute **Convoy Dispatch**. Prices per issue are: ☐ 100-\$9 ☐ 50-\$5 ☐ 20-\$4 ☐ 10-\$3

☐ I want to help build TDU by signing up members or helping organize a meeting. Contact me.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and IBT officials.)



Company Spies Flee

UPSers Picket in Texas

On February 21, over 90% of the package car drivers from San Antonio's Southside Center held an informational picket and rally at the Center. They were protesting company harassment, unfair and unequal discipline, long hours, productivity pushes, and recent suspension of TDU member Carlos Pena. The UPS Teamsters were joined by members of their families and TDU activists from other companies in the San Antonio area.

UPS's harassment has been steadily building in San Antonio. In response, UPSers held meetings in the parking lot before work to get organized. In addition to mounting the picket they have filed a grievance over UPS's closing down on December 26 and

stealing a day's pay.

Local 657 President Ralieg Mull did not attend the picket. He stated that he "could be sued" by UPS. Mr. Mull apparently has a lot to learn about freedom of speech. There is nothing that prohibits a local official from participating in an informational picket.

UPS spies, however, did attend. They hid in a van across the railroad tracks from the Center. These so-called "loss prevention personnel" were attempting to take pictures of the participants until they were spotted by TDUers and chased off. A charge has been filed with the NLRB for this infringement on the legal rights of the UPSers who participated in the picket.

Toledo Local Picketed

On Saturday, February 7, the Teamsters at Ace Hardware's Toledo warehouse had finally had enough—and it showed. At least 60 angry rank & file Teamsters showed up at the Local 20 Hall and it wasn't for another meeting where they would be given empty promises. They came to protest, to tell the Teamsters in the city of Toledo that their local was not doing its job.

Despite the efforts of the officers of Local 20 to portray these Teamsters as a band of radicals who had no sense of union procedure, the Ace Hardware employees took this action only after

putting up with months of abuse from management at Ace Hardware. Supervisors harassed people in the bathroom, in the aisles, and in offices as part of a company program to push productivity. Employees were forbidden to talk, whistle, or receive emergency phone calls while on the job. According to one former supervisor at Ace, the company had a list of "undesirables" that they were going after. He also reported that it was easier to get away with harassment because "Local 20 seemed to be backing down from the stands it had taken in the past."

In response to these problems, the employees at Ace had approached Local 20 President Harold Leu. They had held meetings with their BAs. But matters had deteriorated. Finally, on January 31, they told their BA that they were giving him a week to improve representation and put a lid on the harassment they were receiving. In the course of the week they organized themselves and on February 7 they appeared in front of Local 20 with picket signs.

About two days after the picket, Chief Steward Paul Haas was fired by Ace for his activities in this protest. Subsequent to the discharge of Haas, Local 20 has said that it will go all the way to get back his job. But doubts have been raised by former Ace BA Steve Woda, who was fired by Leu subsequent to the picketing. On February 25, at the Local 20 stewards' council meeting, Woda distributed a letter which said that when he had "announced my intentions to Mr. Leu to hold a grievance session with Ace Hardware and get them to reinstate Paul Haas. President Leu became angry and pointed out that Paul Haas had not supported him in the recent election and said let the company's firing be upheld."